The Institute for Co-operative Education

Hire Education

Spring 2003 • Volume 1 • Number 1

Building a partnership that works

From August 20-24th young riders from across the Americas will be coming to Bromont outside of Montreal to compete in the **Championnat des Amériques equestrian event**. Some 35,000 people are expected during the five days and proceeds will go to children's medical research and wellness foundations. Concordia University's co-op students are an integral part of the planning. "Mounting such a complex happening is always a challenge," stated Mr. Jean Fabi, president of the organizing committee.



Championnat des Ameriques equestrian event graphic of horse and rider

"We have five students from the co-op programs of marketing, mathematics, engineering and management information systems with us this term", adds Kristell Baune, Event Director, "and they participate in all facets of the horse show development. We urge them to assume more responsibility and to push themselves outside the envelope when finding ways of completing their tasks. As they work, they are absorbing important information about teamwork, technology, problem-solving, event planning, customer service and other business skills".

"It's a pleasure to watch these students achieve beyond their expectations. But we try to make it fun, too".

Jean Fabi,
president of Flexgroup and president of the Championnat des Amériques international equestrian event.

On top of it all they get to network with key people in all the sponsoring companies and to give back to youth and the community. Jean Fabi himself sees it as a win-win arrangement. "After three months of training in this atmosphere these students are armed with experience and confidence that would support them if they wanted to start their own businesses. But", he continues, " I, too, get the opportunity to give back a little something to today's youth. That balances the equation".

Feeling at home on State Street

Co-op students at State Street Corporation - a financial services specialist - are offered challenging work and rise to the challenge. Mr. Jean-Cyril Lau, Manager, Investment Accounting notes, "We enjoy the caliber of students coming from Concordia's Co-op program; it allows us to consider them for future positions here".

The students are given the opportunity to apply their academic theories to actual work situations, building their skills as investment accountants, learning the ins and outs of handling major pension and mutual funds as well as contributing to a variety of financial transactions.

Peter Paikopoulos, Manager, Investment Accounting explains State Street's HR focus. "When we evaluate the best co-op students we look for workers who are proactive, who go beyond what we've asked of them to deliver and who contribute something not just to their own work, or even to their team's work, but to the company itself. It's exciting to see when that happens." As student Edmund Piro notes: "We are constantly reminded to ask questions and participate."



Sharon Bishin

A work site visit is part of the co-op process; pictured left to right: Nadine Benjamin, Co-op Co-ordinator; Peter Paikopoulos and Jean-Cyril Lau, Managers, Investment Accounting at State Street Corporation financial services; Deborah Millette and Edmund Piro, financial co-op students.

Co-op students a key to this security company's HR plans

"Our company develops software for security applications so in our post-September 11th world, we find ourselves in a growth industry", says Cynthia Condillac, VP Operations at Montreal's Genetec Information Systems Inc., describing her company's thriving human resource needs. "Our HR strategy", she continues, "has always been to work with co-op students; firstly because we like to give back into the community and secondly, because we can test out how well we work together. So far, we have hired just about all of the students that have been placed with us."

"So far, we have hired just about all of the [Co-op] students that have been placed with us."

Cynthia Condillac,
VP Operations,
Genetec Information Systems Inc.

In the fall Genetec employed two students from Concordia's Co-op Institute, one from marketing and one studying computer engineering. Marketing student Audrey Look was responsible for preparing bilingual press kits and assisted in liaising with the media, preparing trade events and helping VP Operations create and implement company policies. "The more a company encourages you to undertake, the more valuable your training will be", Look comments. "Genetec was a place where I learned a great deal by doing a great deal."

Imran Khan agrees. "My position as a Quality Assurance Tester allowed me to see exactly what goes into the integration and certification of equipment and to develop tools to automate product releases. I was also given the chance to build prototypes and demonstration systems. I now know I've made the right choice of careers".



Real education for the real world
www.concordia.ca
Montreal, Quebec, Canada



Institute for Co-operative Education
www.co-op.concordia.ca

Bridging another 'two solitudes': art and technology

In our new Digital Image/Sound and the Fine Arts co-op stream there is a real specialization process in place for both companies and students. This program looks for learners who can merge the "two solitudes" of technology and artistry to contribute to the cutting edge production of innovative entertainment multimedia products, speech and sound technology, sophisticated interactive web editing or special effects creation for video or film. Our students tend to be customer-oriented, imaginative and technologically-talented self-starters - a creative group who will be well-sought after in this market.

Creating win-win situations

Matching students, jobs and employers

Co-operative education is an educational process and therefore, all decisions should be made to improve the learning opportunities for the student. The competitive matching process is the best and perhaps the only opportunity for the student to learn the skills needed to compete for the best jobs after graduation. These are the same skills this person will need to make career changes for the remainder of his or her working life.

At Concordia, students and employers choose each other using the competitive matching process. This is based on interviews between students and employers with rankings provided by the employers. A match can only be made if the student applies for the job and the employer selects the student for an interview and makes a job offer as a result.

Experience has shown that the method which is the most popular with both employers and students is this system where only the employer provides a ranking. On Job Match Day an outstanding student could receive five or six job offers.

We also offer continuous placement opportunities after the job match date. When students are exposed to several different employers and may have to participate in 20 to 40 interviews before graduation from the co-operative program they will learn many valuable new skills. The employer is also assured of having a student who truly wants to work for them.

Soft skills and technical competence...a winning combination

According to the Conference Board of Canada, many Canadian businesses have trouble finding people with the right skills. Furthermore, their statistics show that the majority of small businesses report that they want to hire for attitude, and train for hard skills.

"As focused as we are on strengthening the experiential educational process for our students", explains Christine Webb, Director of the Institute for Co-operative Education, "we are also looking to respond to what employers want".

"We focus on developing the employability skills employers want". Christine Webb, Director of the Institute for Co-operative Education at Concordia University

This translates into students who have the ability to think critically, solve problems, take initiative and be a team player.

Associate Director Craig Brown, who is preparing an Ethics seminar, sums it up this way: "We are trying to develop a student who will bring integrity as well as technical competence to each of his/her work terms. No matter how esoteric the philosophy, it comes down to creating a quality employee from the inside out - one who thinks, communicates and acts in a respectful and socially acceptable manner."

Celebrating the investment


Sharon Bishin

Pictured at the National Co-op week breakfast (left to right): Lisa Yazdi, Finance Co-op student; Marie Bérard, Deloitte & Touche; Dr. Balbir Sahni, Co-op Academic Director, Economics; Sally Craig, Co-op Coordinator; Peter Sheremeta, Terry Fox Foundation.

In March, the Institute for Co-operative Education hosted its first Co-op breakfast as part of National Co-op week celebrations.

Participants who gathered at the Maritime Plaza Hotel included close to sixty students, academics, and both current and potential employers.

Dr. Frederick Lowy, Rector of the University, spoke about the benefits of co-operative education as did a number of employers and students. Dr. Lowy mentioned specifically how the growth of Concordia is reflected in the ongoing expansion of co-op programs at the University.

This networking event provided the Co-op Institute with the important opportunity to thank employers for their continued support.

Contacts at Co-op

Christine Webb (514) 848-3951
Director
christine.webb@concordia.ca

Craig Brown (514)848-3973
Associate Director
craig.brown@concordia.ca

Lynn Bergeron (514) 848-3975
Program Administrator
lynn.bergeron@concordia.ca

Nadine Benjamin (514) 848-3941
Co-ordinator
nadine.benjamin@concordia.ca

Sally Craig (514)848-3955
Co-ordinator
sally.craig@concordia.ca

Josée Labrosse (514)848-3944
Co-ordinator
josée.labross@concordia.ca

Louise Lalonde (514)848-3954
Co-ordinator
louise.lalonde@concordia.ca

Eve Pankovitch (514)848-3931
Co-ordinator
eve.pankovitch@concordia.ca

The Institute for Co-operative Education

Hire Education

This newsletter is produced by the Institute for Co-operative Education (ICE)
Please send comments to:
ICE, Concordia University
1455 de Maisonneuve Blvd. West,
Building CB 210-13
Montreal, QC H3G 1M8
Tel: (514) 848-3952
Fax: (514) 848-2811
or e-mail comments to the editor:
sharon.bishin@concordia.ca
Design: Concordia Marketing Communications

Co-op programs have grown over twenty years from 3 programs in one faculty to 22 programs in four faculties

1981	1986	1987	1992	1993	1994	1995	1997	1999	2000	2003
Chemistry Math Economics	Exercise Science (no longer available)	Physics/Building Engineering Computer Science	Translation	Accounting	DMIS & MIS	Marketing	Engineering (Mechanical/ Industrial/Civil/ Computer/Electrical)	Finance Human Resources	Software Engineering	Digital Image & Sound

Invitation to Participate / Invitation d'adhésion

Co-op Education Program / Programme d'enseignement coopératif

Employer / Nom de l'employeur : ______

Contact person & title / Personne ressource & fonction : ______

Address / Adresse : ______

E-mail / Courriel : ______ Telephone / Téléphone : ______ Fax / Télécopieur : ______

Session in which you wish to participate / Sessions auxquelles vous désirez participer

- ☐ Fall / Automne
- ☐ Winter / Hiver
- ☐ Summer / Été

We wish to rehire / Nous voulons réembaucher ☐

Program(s) and number of positions required / Disciplines et nombre de postes requis

- ☐ Accountancy / Comptabilité
- ☐ Finance / Finance
- ☐ Marketing / Marketing
- ☐ Economics / Économie
  (Undergraduate and Graduate/Non Diplômé et Diplômé)
- ☐ Actuarial Mathematics / Mathématiques actuarielles
- ☐ Statistics / Statistique
- ☐ Chemistry / Chimie
- ☐ Biochemistry / Biochimie
- ☐ Translation / Traduction
- ☐ Human Resources Management / Gestion des ressources humaines
- ☐ Computer Science / Informatique
- ☐ Management Information Systems / Gestion de l'information
- ☐ Applied Mathematics / Mathématiques appliqués
- ☐ Building Engineering / Génie du bâtiment
- ☐ Civil Engineering / Génie civil
- ☐ Computer Engineering / Génie informatique
- ☐ Electrical Engineering / Génie électrique
- ☐ Industrial Engineering / Génie industriel
- ☐ Mechanical Engineering / Génie mécanique
- ☐ Software Engineering / Génie logiciel
- ☐ Digital Image & Sound / Imagerie et son numérique

Please attach a job description for each position / Veuillez joindre une description de tâches pour chacun des postes

______ Signature

______ Date

You can fax this form / Vous pouvez nous faxer ce formulaire :
(514) 848-2811

Or apply online / Ou remplir le formulaire sur le site web
www.co-op.concordia.ca (see Important Dates)

You can also reach us by phone / Vous pouvez également nous contacter par téléphone :
(514) 848-3975

Balbir S. Sahni
Professor, Economics
Director, Centre for International Academic Cooperation
Academic Director, Economics Co-op Program

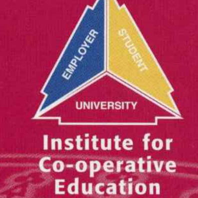
Institute for Co-operative Education (ICE)
Concordia University
1455 de Maisonneuve Blvd. West, Building CB 210-13
Montreal, QC H3G 1M8
514-848-3975





Real education for the real world

www.concordia.ca



Institute for Co-operative Education

www.co-op.concordia.ca

The Institute for Co-operative Education

Hire Education

Spring 2003 • Volume 1 • Number 1

Important dates

Fall 2003 Work Term

May 21
Last day for employers and students to confirm rehires

May 22, 29 & June 5, 12
Fall Work Term positions advertised to students

June 2 to 20
Interviews on campus

June 23
Job Match - offers made to students on behalf of employers

June 26 to July 4
Examination Period & Mid Term Break

July 3
Placement continues - new jobs posted weekly

September 2 to December 19
Fall Work Term

Dates importantes

Stages d'automne 2003

Le 21 mai
Dernière journée pour que les employeurs et les stagiaires confirment le réemploi

Le 22 et 29 mai, et le 5 et 12 juin
Avis aux étudiantes et étudiants les informant des postes pour les stages d'automne

Du 2 au 20 juin
Entrevues sur place

Le 23 juin
Jumelage – offres des employeurs aux étudiantes et étudiants

Du 26 juin au 4 juillet
Période d'examens et arrêt de mi-session

Le 3 juillet
Reprise des activités de placement – affichage hebdomadaire des nouveaux postes

Du 2 septembre au 19 décembre
Stages d'automne



Real education for the real world
www.concordia.ca
Montreal, Quebec, Canada



Institute for Co-operative Education
www.co-op.concordia.ca